



Human Rights &
Neighborhood Involvement

Fostering an equitable, safe, welcoming community



Promoting Human Rights at the Local Level Responding to Discrimination Supporting Victims of Hate and Bias Activity



The City of Eugene is looking for an ***Equity and Human Rights Analyst*** to join a team of professionals dedicated to promoting equity, inclusiveness and opportunity for all. We engage people where they are and work hard to remove barriers so everyone has an opportunity to access programs and services and provide input into our local government. We believe in the integration of human rights values and principles in City programs and services and throughout our community.

The City of Eugene is committed to a work environment which values the cultural, educational and life experiences of each

employee. We believe that a diverse workforce enables us to deliver culturally competent service to all members of our community. We have high standards for the quality of work we do. We value relationships with colleagues and community. We work hard and we have fun. Want to know more?



Contact us:

Human Rights and Neighborhood Involvement

99 West 10th Avenue
Suite 116
Eugene, Oregon 97401

541-682-5177

eugene-or.gov/humanrights
eugene-or.gov/neighborhoods



Equity and Human Rights Analyst Qualifications

Posting closes March 6, 2015!

Experience: Minimum six months of recent relevant professional experience or one year related paraprofessional experience.

Education: Bachelor's degree from an accredited college or university with major coursework in social sciences such as psychology, human resources, planning, social work, ethnic studies or related field.

Knowledge of:

- Human rights framework and best practices for implementing human rights standards and principles in local government operations;
- Principle of social equity and application of an equity lens to local government policies and practices;
- Hate and bias activity and effective response strategies;
- Conflict resolution, culturally competent public engagement, local social justice and human rights groups and their issues of concern.

Ability to:

- Independently research and analyze complex social issues, develop recommendations and present findings in a clear and concise manner;
- Contribute to and thrive in a fast-paced environment that requires strong collaboration and teamwork;
- Work within the constraints of government structures and processes and to balance advocacy with goals and priorities of the organization;
- Use diplomacy, discretion and tact when dealing with politically sensitive issues and situations;
- Effectively work with communities of color and other marginalized populations; build and maintain effective cross-cultural collaborations with stakeholders with differing needs, interests and agendas.

How to Apply:

A full description of the position and instructions for applying online are available on the City of Eugene website at: www.eugene-or.gov/jobs